Al 7/991

Area Wage Survey
Alpena-Standish-Tawas City, MI
July 1991

U.S. Department of Labor
Bureau of Labor Statistics
Summary
September 1991

This summary presents results of a July 1991 survey of occupational wages and employee benefits in the Alpena-Standish-Tawas City area, which consists of Alcona, Alpena, Arenac, and Iosco Counties. This is 1 of over 110 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communications, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 31 establishments employing 3,869 workers was selected to represent 49 establishments employing 4,968 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and retirement plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

New or revised occupational descriptions are being introduced in this survey for word processors, word processor supervisors, computer operators, computer programmers, computer systems analysts, drafters, and electronics technicians.

L 2.122/22:

READEX FICHE best copy available

Table 1. Hourly earnings[1] of selected occupations in Alpena-Standish-Tawas City, MI, July 1991

Occupation[2]	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																					
		Mean	Median	Middle range	Under 5.50	5.50 and under 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50	13.50 – 14.00	14.00 – 14.50	14.50 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00
Accounting clerks	25	8.92	8.51	6.45–10.75	1	3	4	1	–	2	–	2	2	–	2	2	–	–	3	2	1	–	–	–	–	–
Accounting clerks II	17	8.88	8.51	6.45–10.75	–	3	3	1	–	–	–	2	2	–	–	2	–	–	3	–	1	–	–	–	–	–
Secretaries	7	12.81	12.65	– –	–	–	–	–	–	–	–	–	1	–	–	–	–	–	–	4	–	–	–	1	1	–	–
Computer operators	6	12.27	12.99	– –	–	–	–	–	–	–	1	–	–	–	–	–	–	–	–	3	2	–	–	–	–	–	–
Electronics technicians	19	14.56	15.49	14.32–15.95	–	–	–	–	–	–	–	–	–	–	–	–	4	–	–	–	–	–	4	–	11	–	–
Electronics technicians III	14	14.81	15.95	– –	–	–	–	–	–	–	–	–	–	–	–	–	2	–	–	–	–	–	4	–	8	–	–
General maintenance workers	19	7.56	7.90	6.55– 7.91	2	2	–	2	2	7	3	–	–	–	–	–	–	–	–	–	–	–	–	–	1	–	–
Maintenance electricians	35	13.02	13.71	11.24–13.98	–	–	–	–	–	–	–	–	–	–	–	6	3	–	–	–	3	23	–	–	–	–	–
Maintenance mechanics (machinery)	147	13.07	13.52	11.41–14.22	–	–	–	–	–	–	–	–	–	2	14	3	24	–	–	–	–	67	37	–	–	–	–
Motor vehicle mechanics	16	13.62	13.52	12.99–13.98	–	–	–	–	–	–	–	–	–	–	–	3	–	–	–	1	1	8	–	–	–	–	3
Janitors, porters, and cleaners	24	6.77	5.85	5.20– 7.34	[3]7	5	2	2	3	2	–	–	–	–	1	–	–	–	1	1	–	–	–	–	–	–	–
Truckdrivers	30	9.00	9.35	7.36–10.15	–	–	1	1	6	2	2	3	–	4	5	5	–	–	–	–	1	–	–	–	–	–	–
Truckdrivers, tractor-trailer	19	9.27	9.85	8.30–10.50	–	–	–	–	3	1	1	3	–	4	2	5	–	–	–	–	–	–	–	–	–	–	–

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

[3] All workers were at 5.00 to 5.50.

Table 2. Annual paid holidays for full-time workers in Alpena-Standish-Tawas City, MI, July 1991

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	14	(1)
In establishments providing paid holidays	86	99
Number of holidays:		
4 holidays	1	-
6 holidays	2	16
Plus 2 half days	9	2
7 holidays	4	6
Plus 2 half days	1	2
9 holidays	9	12
10 holidays	22	19
Plus 1 half day	-	14
11 holidays	17	4
12 holidays	20	19
13 holidays	2	6
Average number of paid holidays where provided (in days)	10.0	9.6

(1) Less than 0.5 percent.

Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Alpena-Standish-Tawas City, MI, July 1991

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	3	-
In establishments providing paid vacations	97	100
Length-of-time payment	97	100
By vacation pay provisions for:[2]		
6 months of service:		
Under 1 week	2	6
1 week	7	15
2 weeks	-	1
1 year of service:		
1 week	65	66
Over 1 and under 2 weeks	18	7
2 weeks	14	27
2 years of service:		
1 week	49	15
Over 1 and under 2 weeks	22	7
2 weeks	27	64
Over 2 and under 3 weeks	-	14
3 years of service:		
1 week	7	1
Over 1 and under 2 weeks	16	7
2 weeks	60	74
Over 2 and under 3 weeks	6	14
3 weeks	9	5
5 years of service:		
1 week	4	-
2 weeks	55	48
Over 2 and under 3 weeks	12	20
3 weeks	25	32
10 years of service:		
1 week	4	-
2 weeks	6	6
Over 2 and under 3 weeks	4	-
3 weeks	68	85
Over 3 and under 4 weeks	6	-
4 weeks	9	9
15 years of service:		
1 week	4	-
2 weeks	6	2
3 weeks	27	23
Over 3 and under 4 weeks	4	-
4 weeks	49	71
5 weeks	6	4
20 years of service:		
1 week	4	-
2 weeks	6	2
3 weeks	19	21
Over 3 and under 4 weeks	4	-
20 years of service: -Continued		
4 weeks	46	60
Over 4 and under 5 weeks	2	6
5 weeks	9	7
6 weeks	-	4
Over 6 and under 7 weeks	6	-
25 years of service:		
1 week	4	-
2 weeks	6	2
3 weeks	19	21
Over 3 and under 4 weeks	4	-
4 weeks	17	17
5 weeks	41	57
6 weeks	-	4
Over 7 and under 8 weeks	6	-
30 years o' service:		
1 week	4	-
2 weeks	6	2
3 weeks	19	21
Over 3 and under 4 weeks	4	-
4 weeks	17	17
5 weeks	32	41
6 weeks	9	19
Over 7 and under 8 weeks	6	-
Maximum vacation available:		
1 week	4	-
2 weeks	6	2
3 weeks	19	21
Over 3 and under 4 weeks	4	-
4 weeks	17	17
5 weeks	32	41
6 weeks	9	19
Over 7 and under 8 weeks	6	-

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service.

[2] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Insurance, health, and retirement plans offered to full-time workers in Alpena-Standish-Tawas City, MI, July 1991

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	97	99
Life insurance	93	99
Noncontributory plans	90	97
Accidental death and dismemberment insurance	71	93
Noncontributory plans	68	90
Sickness and accident insurance or sick leave or both	93	99
Sickness and accident insurance	88	78
Noncontributory plans	85	76
Sick leave (full pay and no waiting period)	26	69
Sick leave (partial pay or waiting period)	4	18
Long-term disability insurance	19	62
Noncontributory plans	18	60
Hospitalization, surgical, and medical insurance	94	99
Noncontributory plans	64	74
Health maintenance organizations	5	19
Noncontributory plans	1	14
Dental care	59	85
Noncontributory plans	61	73
Vision care	6	22
Noncontributory plans	6	20
Alcohol and drug abuse treatment	84	76
Noncontributory plans	57	70
Hearing care	1	16
Noncontributory plans	1	14
Retirement plans	89	98
Noncontributory plans	82	94
Pension	89	98
Noncontributory plans	82	94
Lump sum	31	22
Noncontributory plans	9	2
Other	-	-
Noncontributory plans	-	-

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. 'Noncontributory plans' include only those financed entirely by the employer. Federally required plans such as Social Security and railroad retirement are excluded. Benefit plans legally required by State governments, however, are included.

Note: Establishments providing more than one type of retirement plan (e.g., an annuity and a lump sum payment) may cause the sums of the separate plans to be greater than the total for all retirement plans. "Other" retirement plans provide for a fixed number of payments after which payments are discontinued.

Table 5. Establishments and workers within scope of survey and number studied in Alpena-Standish-Tawas City, MI,[1] July 1991

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[5]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	49	31	4,968	100	2,794	461	3,869
Manufacturing	50	19	12	2,760	56	2,061	188	2,277
Nonmanufacturing[6]	50	30	19	2,208	44	733	273	1,592

[1] The Alpena-Standish-Tawas City area consists of Alcona, Alpena, Arenac, and Iosco Counties. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The *Standard Industrial Classification Manual* was used in classifying establishments by industry. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services, automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture; mining; construction; and some services (notably educational institutions and medical services).

Area Wage Survey Summaries

The following areas are surveyed periodically under contract to the Employment Standards Administration of the U.S. Department of Labor for its use in administering the Service Contract Act of 1965. Reports on the surveys shown below are available at no cost from any of the Bureau's regional offices while supplies last.

Alaska (statewide)
Albany, GA
Albany-Schenectady-Troy, NY
Albuquerque, NM
Alexandria-Leesville, LA
Alpena-Standish-Tawas City, MI
Ann Arbor, MI
Asheville, NC
Atlantic City, NJ
Bakersfield, CA
Baton Rouge, LA
Battle Creek, MI
Beaumont-Port Arthur and Lake Charles, TX-LA
Biloxi-Gulfport and Pascagoula, MS
Binghamton, NY
Birmingham, AL
Bloomington-Vincennes, IN
Bremerton-Shelton, WA
Brunswick, GA
Cedar Rapids, IA
Chattanooga, TN-GA
Cheyenne, WY
Clarksville-Hopkinsville, TN-KY
Colorado Springs, CO
Columbia-Sumter, SC
Columbus, GA-AL
Columbus, MS
Connecticut (statewide)
Dayton-Springfield, OH
Daytona Beach, FL
Des Moines, IA
Dothan, AL
Duluth, MN-WI
El Paso-Las Cruces-Alamogordo, TX-NM
Eugene-Springfield-Medford-Roseburg-Klamath Falls-Grants Pass, OR
Fayetteville, NC
Fort Lauderdale-Hollywood-Pompano Beach and West Palm Beach-Boca Raton-Delray Beach, FL
Fort Smith, AR-OK
Fort Wayne, IN
Gadsden and Anniston, AL
Goldsboro, NC
Grand Island-Hastings, NE
Green Bay, WI
Greensboro-Winston-Salem-High Point, NC
Greenville-Spartanburg, SC
Harrisburg-Lebanon-Carlisle, PA
Jacksonville, FL
Jacksonville-New Bern, NC
Knoxville, TN
LaCrosse-Sparta, WI
Laredo, TX
Las Vegas-Tonopah, NV
Lexington-Fayette, KY
Lima, OH
Logansport-Peru, IN
Lorain-Elyria, OH
Lower Eastern Shore, MD-VA-DE
Macon-Warner Robins, GA
Madison, WI
Maine (statewide)
Manhattan-Junction City, KS
Mansfield, OH
McAllen-Edinburg-Mission and Brownsville-Harlingen, TX
Melbourne-Titusville-Palm Bay, FL
Meridian, MS
Montana (statewide)
Montgomery, AL
New Hampshire (statewide)
Norfolk-Virginia Beach-Newport News, VA
North Dakota (statewide)
Northern New York
Northwest Texas
Northwestern Florida
Oklahoma City, OK
Oxnard-Ventura, CA
Peoria, IL
Pine Bluff, AR
Portsmouth-Chillicothe-Gallipolis, OH
Poughkeepsie-Orange County-Kingston, NY
Providence, RI
Pueblo, CO
Puerto Rico
Raleigh-Durham, NC
Reno, NV
Saginaw-Bay City-Midland, MI
Salina, KS
Salinas-Seaside-Monterey, CA
Sandusky, OH
Santa Barbara-Santa Maria-Lompoc, CA
Savannah, GA
Selma, AL
Sherman-Denison, TX
Southeastern Massachusetts
South Dakota (statewide)
Southwest Virginia
Spokane, WA
Springfield, IL
Stockton, CA
Tacoma, WA
Topeka, KS
Tucson-Douglas, AZ
Tulsa, OK
Upper Peninsula, MI
Vallejo-Fairfield-Napa, CA
Vermont (statewide)
Virgin Islands of the U.S.
Waco and Killeen-Temple, TX
Waterloo-Cedar Falls, IA
West Virginia (statewide)
Western Massachusetts
Wichita, KS
Wichita Falls-Lawton-Altus, TX-OK
Yakima-Richland-Kennewick-Pasco-Walla Walla-Pendleton, WA-OR

ALSO AVAILABLE—

An annual report on salaries for such jobs as accountants, auditors, public accountants, chief accountants, attorneys, programmers and systems analysts, job analysts, directors of personnel, buyers, chemists, engineers, engineering technicians, drafters, computer operators, and clerical employees is available. Order as BLS Bulletin 2374, *White-Collar Pay: Private Goods-Producing Industries, March 1990* (Price $6.50), from: Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, IL 60690, or Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402.

U.S. Department of Labor
Bureau of Labor Statistics
Washington, DC 20212

Official Business
Penalty for private use, $300

Third Class Mail
Postage & Fees Paid
U.S. Department of Labor
Permit No. G-738

Bureau of Labor Statistics Regional Offices

Region I

1 Congress Street
10th Floor
Boston, MA 02114
Phone: 565-2327
Area Code 617

Connecticut
Maine
Massachusetts
New Hampshire
Rhode Island
Vermont

Region II

Room 808
201 Varick Street
New York, NY 10014
Phone: 337-2400
(Area Code 212)

New Jersey
New York
Puerto Rico
Virgin Islands

Region III

3535 Market Street
PO Box 13309
Philadelphia, PA 19101
Phone: 596-1154
(Area Code 215)

Delaware
District of Columbia
Maryland
Pennsylvania
Virginia
West Virginia

Region IV

Suite 540
1371 Peachtree St., NE
Atlanta, GA 30367
Phone: 347-4416
(Area Code 404)

Alabama
Florida
Georgia
Kentucky
Mississippi
North Carolina
South Carolina
Tennessee

Region V

9th Floor, 230 S. Dearborn St.
Chicago, IL 60604
Phone: 353-1880
(Area Code 312)

Illinois
Indiana
Michigan
Minnesota
Ohio
Wisconsin

Region VI

Federal Building
525 Griffin Street, Rm. 221
Dallas, TX 75202
Phone: 767-6970
(Area Code 214)

Arkansas
Louisana
New Mexico
Oklahoma
Texas

Regions VII and VIII

Federal Office Building
911 Walnut St. 15th Floor
Kansas City, MO 64106
Phone: 426-2481
(Area Code 816)

VII

Iowa
Kansas
Missouri
Nebraska

VIII

Colorado
Montana
North Dakota
South Dakota
Utah
Wyoming

Regions IX and X

71 Stevenson Street
PO Box 193766
San Francisco, CA 94119
Phone: 744-6600
(Area Code 415)

IX

Arizona
California
Hawaii
Nevada

X

Alaska
Idaho
Oregon
Washington